
Definitions

The following definitions are given for the terms that are used in the PERS Membership section of the Employer Handbook.

Comparable Compensation refers to the compensation a disability retiree receives from an employer that makes him or her eligible to return to PERS membership when all conditions are met. DRS compares the retiree's current compensation to the compensation received prior to the disability retirement to determine comparable compensation.

Compensated employment means salaries or wages earned for hours of employment.

Eligible position is one that normally requires at least five months each year in which regular compensation is earned for at least 70 hours per month in each of two consecutive years.

Normally, as used in the definition of an eligible position, means a position that requires at least five months each year in which regular compensation is earned for at least 70 hours in each of two consecutive years. Once a position is determined to be eligible, it will continue to be eligible if it requires at least five months of 70 or more hours of compensated service during at least one year in any two-year period.

Plan 1 refers to the funding and benefit provisions covering persons who first became members of this retirement system before October 1, 1977.

Plan 2 refers to the funding and benefit provisions covering persons who first became members of this retirement system on or after October 1, 1977.

Plan 3 refers to the funding and benefit provisions covering persons who first became members of this retirement system during Phase 1 (beginning March 1, 2002) or Phase 2 (beginning September 1, 2002), or who elect to transfer from Plan 2.

Position refers to a group of duties and responsibilities normally assigned to an employee. A position may be filled or vacant, full time or part time, seasonal, temporary or permanent.

Year, as used in the definition of an eligible position, means any 12 consecutive month period established, and applied consistently, by an employer to evaluate the eligibility of a specific position. In the case of ongoing positions, the year used by the employer must be the same for all positions. In the case of a project or temporary position, the year used may be specific to the position. The term may include, but is not limited to, a school year, calendar year or fiscal year. Employers should document the 12-month period used to define a year for a given position; e.g., January through December, September through August, April through March, etc.

Membership Rules for Prior Periods

The following chart provides a brief summary of the membership rules in effect for prior periods. If you need additional information about PERS eligibility rules, contact PERS Retirement Services.

Period ^{1/}	Plan 1	Plan 2 and Plan 3
09/01/91 forward	<u>Eligible position:</u> at least five months each year in which regular compensation is earned for at least 70 hours per month during each of two consecutive years.	<u>Eligible position:</u> at least five months each year in which regular compensation is earned for at least 70 hours per month during each of two consecutive years.
09/01/90 through 08/31/91	<u>Eligible position:</u> at least five months each year in which regular compensation is earned for at least 70 hours per month.	<u>Eligible position:</u> at least five months each year in which regular compensation is earned for at least 90 hours per month.
04/01/55 through 08/31/90	<u>Eligible position:</u> at least five <i>consecutive months</i> each year in which regular compensation is earned for at least 70 hours per month.	<u>Eligible position:</u> at least five <i>consecutive months</i> each year in which regular compensation is earned for at least 90 hours per month.
03/23/65 through 06/06/90	Employee could work in an eligible position on a temporary basis <i>not to exceed six consecutive months</i> without being brought into PERS membership.	Employee could work in an eligible position on a temporary basis <i>not to exceed six consecutive months</i> without being brought into PERS membership.

^{1/} For periods from July 23, 1989, forward, all of an employee's work each month for an employer — must be considered as a single position.

